



2019-2020

Compensation Plan

Purpose

The purpose of this Compensation Plan is to communicate the District's Annual Compensation Plan for all District employees.

The Annual Compensation Plan includes wage and salary structures, stipends, benefits and incentives. The plan supports District goals for hiring and retaining highly qualified employees.

The Blanco ISD Board of Trustees shall approve the Annual Compensation Plan as part of the annual budget development process. In addition, the Board shall determine the total compensation package for the Superintendent in conjunction with the approval of the Superintendent's employment contract.

The Superintendent, or designee, shall implement the Annual Compensation Plan and establish procedures for plan administration consistent with the adopted budget.

The Annual Compensation Plan shall be administered in compliance with:

- School Board Policy DEA Legal – Compensation Plan
- School Board Policy DEA Local – Compensation Plan
- School Board Policy DEAA Legal – Incentives and Stipends
- School Board Policy DEAA Local – Incentives and Stipends

Blanco ISD Board of Trustees

- Scott Edwards
- Kirk Felps
- Joe Hernandez
- Larry Kuebel
- Chad Meyer
- Tim Nance
- Liza Struck

District Administrative Team

<u>Name</u>	<u>Position</u>	<u>Email (@blancoisd.org)</u>
Clay Rosenbaum	Superintendent	clay.rosenbaum
Keitha St.Clair	BHS Principal	keitha.stclair
Brad Kinney	BMS Principal	brad.kinney
Jowie Walker	BES Principal	jowie.walker
Dina Johnson	Area Director of Curriculum, Instruction	dina.johnson
Kathryn Rutherford	Area Director of Special Education	kathryn.rutherford
Matthew Streger	Business Manager/CFO	matthew.streger
Tony Petri	Maintenance/Transportation Director	tony.petri
James Caudell	Network Administrator	james.caudell
Collin Gaskamp	Instructional Tech Specialist	collin.gaskamp
Lisa Horton	Child Nutrition Director	lisa.horton

Salary Structures

For 2019-2020, the District's wage and salary structure is outlined in the following information. Increases will be considered annually as permitted by available resources and as approved by the Blanco ISD Board of Trustees. In excess of amounts provided under the HB3 Compromise bill in the prior legislative session, Blanco ISD is proposing a 3% increase for all veteran teachers and a 2% increase to daily rates or hourly rates, as applicable, for all other teachers and staff.

Additionally, hiring scales for 2019-2020 have been reviewed and adjusted based on Texas Association of School Board market data from 3A school districts across Texas and school districts within the boundaries of Education Service Center 13 and Education Service Center 20. Movement between district positions, or new positions, will be subject to the pay scale in place for the applicable position. Note that this section does not affect possible changes as noted under the District's Supplemental Stipend Schedule.

Mid-Year Payments

With the adoption of this Compensation Plan, the District formally recognizes that addition payments made to all staff are a part of the compensation structure and are conducted with the intent to keep compensation levels competitive with the area market. For this reason, compensation provided to employees under this provision is to be considered compensable for retirement purposes. It is the intent of Blanco ISD Board of Trustees to provide approval of such payments, for all permanent employees, upon consideration of the District's revenues and fund balances at the time plans for such payments are presented.

Health Insurance Contributions

Since the 2010-2011 school year, Blanco ISD has contributed \$300 per month per enrolled employee towards health insurance premiums. Unfortunately, health insurance premiums have risen significantly over the last eight (8) school years. Therefore, following the adoption of this Compensation Plan, the Districts' contribution to employee health insurance costs will increase to \$350 per month, per enrolled employee.

Teacher Hiring Scale

The Teacher Hiring Scale is used for the initial placement of teachers. The placement is based on the number of years or creditable service as specified in the TEA Commissioner's Rules on Creditable Service (TAC 153.1021) and Minimum Salary Schedule for Certain Professional Staff (TAC 153.1022).

The total years of creditable service must be verified by receipt of a Teacher Service Record or other acceptable documentation.

The Teacher Hiring Scale is subject to an additional annual amount for a Master's and Doctorate degree. An employee placed on the Teacher Hiring Scale shall be entitled to the additional compensation for their highest advanced degree earned after submitting an original, certified transcript. The additional compensation is: \$1,500 for a Master's Degree and \$2,000 for a Doctorate. For new hires with start dates after September 1, 2019, the additional compensation for

Master's and Doctorate degrees will apply to only those staff being paid in accordance with the Teacher Hiring Scale. For 2019-2020, the Teacher Hiring Scale is based on an annual target for 187 work days. For those positions that are approved by the Superintendent to work in excess of the standard 187 work days, pay for excess days will be added at the position's computed daily rate.

Mid-Point Hiring Schedules

The Mid-Point Hiring Schedules shall be used for the initial placement of all employees other than teachers. It is anticipated that the District will make continuous adjustments to the mid-point hiring schedules to account for the actual job duties and job requirements of positions and as additional market information becomes available (as per the TASB salary studies, etc.).

The Mid-Point Hiring Schedules includes three Job Classifications: Administrative/Professional, Clerical/Technical and Manual Trades.

All employees categorized as "exempt" under the Fair Labor Standards Act (FLSA) shall be placed on the Administrative/Professional Job Classification and shall be paid from a Professional Salaries account (object code 6119). All employees placed on this pay scale shall meet the FLSA tests including salary level, salary basis, and job duties test, as appropriate.

All employees placed on the Clerical/Technical and Auxiliary Job Classifications shall be categorized as non-exempt under the FLSA. Non-exempt employees shall be subject to appropriate FLSA regulations including: Minimum Wage, Overtime, Recordkeeping and Child Labor Laws.

Substitute & Other Pay Schedules

The Substitute Teacher schedules shall be used to compensate employees categorized as "substitute". Substitutes who are TRS retirees shall be defined as determined by the Teacher Retirement System of Texas (TRS).

Substitute employees include: Substitute teachers, aides, custodians, food service, drivers, etc.

Other pay schedules include Field Trip & Other Hourly Rates and Other Hourly Pay Rates. Field Trip & Other Hourly Rates shall be used to compensate employees involved in the transportation of students to and from school and to and from field trips and extra-curricular activities. The Other Hourly Pay Rate shall be used to compensate employees involved in approved extra jobs outside of their standard contract and/or normal duty schedule. These rates are provided for tasks that are not otherwise provided via a stipend or any other category previously covered in the District's Compensation Plan. Typically, these rates are applied for work incurred in the implementation of summer school or staff hired to provide after-school tutorials and remediation services, or other work for the District as approved by the Superintendent.

Supplemental Stipend Schedule

The Supplemental Stipend Schedule is used to compensate professional "exempt" staff for extra assignments and/or extra duty beyond the normal workday or duty calendar.

Stipends are defined as a flat amount that is paid to a professional employee for performing a specific assignment such as sponsoring an event, coaching a sport, or leading a group. If an employee does not complete the full work assignment, the stipend shall be pro-rated to compensate for the portion of the assignment verified by the immediate supervisor as complete.

Stipends will generally not be paid to non-exempt staff. In the event that an exception is made due to hardship, the District shall ensure that the non-exempt employee's stipend pay complies with FLSA.

Benefits

The employee benefits are described in detail in the 2019-2020 Employee Handbook and on the Blanco ISD Website under the Staff Resources link. Part-time and full-time employees who meet the TRS eligibility criteria shall be eligible for district-paid group health, dental, and term life insurance.

Other benefits are available to employees on a voluntary basis at their cost.

Blanco ISD			
Teacher Hiring Scale 2019-2020			
	Years of Prior Experience		Base Annual Compensation
	0		\$41,611
	1		\$41,861
	2		\$42,116
	3		\$42,371
	4		\$42,626
	5		\$43,085
	6		\$43,899
	7		\$44,702
	8		\$45,505
	9		\$46,309
	10		\$47,112
	11		\$47,916
	12		\$48,719
	13		\$49,522
	14		\$50,336
	15		\$51,140
	16		\$51,943
	17		\$52,746
	18		\$53,550
	19		\$54,353
	20		\$55,157
	21		\$55,960
	22		\$56,763
	23		\$57,567
	24		\$58,370
	25		\$58,473
Master's Degree Stipend \$1,500; Doctorate & Master's Degree Stipend \$2,000			
Salaries listed above are based on 10 month employment.			
This salary plan is for the 2019-2020 school year only and is restricted to the initial placement (i.e., new hires) of teachers. It does not represent salaries for future years. Salary advancement is based on the annual pay raise budget approved by the Board of Trustees each year.			

Blanco ISD
Mid-Point Hiring Schedule - Administrative Professional
2019-2020

AP - Administrative/Professional Job Classifications (daily rates)

Pay Grade	Job Title	Duty Schedule	Minimum	Midpoint	Maximum
AP1	Director of Child Nutrition	197	\$198.00	\$231.00	\$263.00
AP2	DFC Project Coordinator	226	\$211.00	\$255.00	\$299.00
	District Librarian*	197			
	District Nurse*	192			
	Instructional Tech Specialist	210			
AP3	Counselor, Elementary*	202	\$215.00	\$264.00	\$313.00
	Counselor, Middle School*	202			
AP4	Athletic Trainer**	197	\$231.00	\$277.00	\$323.00
	Counselor, High School*	210			
	Interventionist	192			
	Network Administrator	216			
AP5	Band Director**	210	\$242.00	\$290.00	\$338.00
	Director Maint/Transportation	260			
AP6	Assistant Principal, Elementary	202	\$254.00	\$303.00	\$352.00
	LSSP	187			
	Migrant/HR Coordinator	210			
AP7	Academic Dean - High School	202	\$260.00	\$312.00	\$364.00
	Speech Pathologist	187			
AP8	Principal, Elementary	216	\$275.00	\$329.00	\$383.00
AP9	Athletic Director**	210	\$284.00	\$341.00	\$397.00
	Principal, Middle School	226			
AP10	Business Manager/CFO	226	\$302.00	\$359.00	\$415.00
	Director, C&I/Area	226			
	Principal, High School	226			
	Director, Special Education/Area	226			

*Annual compensation is subject to meeting state minimum salary requirements.

**Per TASB, inclusive of stipend.

Blanco ISD
Mid-Point Hiring Schedules - Clerical/Technical
2019-2020

CT - Clerical/Technical Job Classifications (hourly rates)

Pay Grade	Job Title	Duty Schedule	Minimum	Midpoint	Maximum
CT1			\$12.00	\$15.15	\$18.25
	Aide (Instructional, SPED)	178			
	Aide (Library)	187			
CT2			\$12.50	\$15.65	\$18.75
	Aide (Tech)	178			
	Aide (Tech Lead)	187			
	Migrant Liaison (part-time)	210			
CT3			\$14.75	\$17.90	\$21.00
	Administrative Assistant (CO)	226			
	Administrative Assistant (PEIMS)	210			
CT4			\$16.00	\$19.40	\$22.75
	Administrative Assistant (ES/MS)	210			
	Cafeteria Manager	187			
CT5			\$16.50	\$20.40	\$24.25
	Administrative Assistant (HS)	210			
	Registrar (HS)	210			
CT6			\$19.75	\$24.50	\$29.25
	Administrative Assistant (SPED)	202			
	Business/PEIMS Specialist	226			
	Payroll Manager	226			

Blanco ISD
Mid-Point Hiring Schedules - Manual Trades
2019-2020

MT - Manual Trade Job Classifications (hourly rates)

Pay Grade	Job Title	Duty Schedule	Minimum	Midpoint	Maximum
MT1	Bus/Vehicle Monitor	178	\$10.25	\$12.25	\$14.25
MT2	Cafeteria Worker	178	\$11.00	\$13.40	\$15.75
	Custodian	260			
MT3	Maintenance	260	\$15.00	\$18.50	\$22.00
	Route Driver - Non CDL	178			
MT4	Route Bus Driver	178	\$20.00	\$23.50	\$27.00

BLANCO INDEPENDENT SCHOOL DISTRICT				
2019-2020 SUPPLEMENTAL STIPEND SCHEDULE (ANNUALIZED PAYMENTS)				
<i>Annualized Athletic Stipends</i>				
ATHLETIC TRAINER			SOFTBALL	
District-wide (1)	\$7,700		Head Softball (1)	\$4,200
BASEBALL			Assistant Softball (1)	\$2,500
Head Baseball (1)	\$4,200		TENNIS	
Assistant Baseball (1)	\$2,500		Head Tennis (1)	\$2,900
BASKETBALL			Assistant Tennis (1)	\$2,200
Head Basketball (2)	\$4,200		TRACK	
Assistant Basketball (2)	\$2,500		Head Track (2)	\$4,200
Middle School Basketball (4)	\$2,300		Assistant Track (2)	\$2,500
CROSS COUNTRY			Middle School Track (2)	\$2,300
Head Cross Country (1)	\$2,900		VOLLEYBALL	
FOOTBALL			Head Volleyball (1)	\$4,200
Athletic Director/Head Football Coach (1)	\$7,500		Assistant Volleyball (1)	\$2,500
First Assistant Football (1)	\$4,300		Middle School Volleyball (2)	\$2,300
Assistant Football, JV Football (3)	\$3,500		OTHER SPORTS - TO BE DETERMINED	
Middle School Football (2)	\$2,700		Boys Sports (1)	\$2,900
GOLF			Girls Sports (1)	\$2,900
Head Golf (1)	\$2,900			
POWERLIFTING				
Powerlifting (1)	\$2,900			
<i>Other Annualized Stipends</i>				
BAND			OTHER PROGRAMS	
Band Director (1)	\$4,500		Audio/Visual Tech & Yearbook (1)	\$2,500
Assistant Band Director (1)	\$3,500		Bilingual Speech & Language Service (1)	\$1,200
CHEERLEADERS			BMS Academic Assistant	\$1,500
High School Sponsor (1)	\$3,500		CTE Coordination (1)	\$3,500
Middle School Sponsor (1)	\$2,000		Dyslexia WRS Coordination (3)	\$1,500

() Estimated # of Stipends to be paid

The Superintendent or designee shall assign supplemental duties to personnel as needed. These duties may be modified or discontinued at any time for any reason or no reason, at the sole discretion of the Superintendent. If reassigned, stipends will be prorated for the portion of a year in which the employee performs the supplemental duty. The assignment of these duties shall not create any expectation of continued assignment to that same duty or any other duty. An employee who requests to relinquish a supplemental duty listed in the Supplemental Stipend Schedule and be assigned solely to a classroom teaching position may do so only with the consent of the Superintendent. This policy does not create any contractual obligations or other expectations of employment in any supplemental duty assignment.

BLANCO INDEPENDENT SCHOOL DISTRICT					
2019-2020 SUPPLEMENTAL STIPEND SCHEDULE (SINGLE PAYMENTS)					
Single Payment UIL & Associated Stipends					
	BHS UIL Coaches (campus-wide)	\$11,000		High School UIL Coordinator	\$1,650
	BMS UIL Coaches (campus-wide)	\$11,000		Middle School UIL Coordinator	\$900
	BES UIL Coaches (campus-wide)	\$7,500		Elementary UIL Coordinator	\$900
	High School One Act Play Sponsor	\$1,700		Cyber-Patriot Sponsor	\$500
	Middle School One Act Play Sponsor	\$850			
Other Single Payment Academic and Club Sponsorships					
	Mentor Teacher (per grant funding)	\$500		UT OnRamp (Math)	\$900
	NHS Sponsor (BHS)	\$250		UT OnRamp (ELA)	\$900
	NJHS Sponsor (BMS)	\$250		Vocational Adjustment Coordinator	\$1,000
	Student Council (BHS)	\$750			
	Student Council (BMS)	\$500			
	Student Council (BES)	\$250			

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Blanco ISD
Substitute & Other Pay Schedules
2019-2020

Substitute Teacher Daily Pay Rates

Texas Certified & Degreed	\$ 92.00
Degreed (Not Texas Certified)	\$ 87.00
Non-Degree	\$ 82.00

Substitute Teacher Daily Pay Rates
After 11+ Consecutive Days in the Same Assignment

Texas Certified & Degreed	\$ 107.00
Degreed (Not Texas Certified)	\$ 97.00
Non-Degree	\$ 82.00

Substitute Non-Exempt Hourly Pay Rates
Includes: Clerical, Aides, Nutrition, and Custodial

Per Hour	\$ 10.25
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All non-exempt substitutes shall be paid in compliance with FLSA.

Substitute Driver Hourly Pay Rates

Substitute Driver Pay/Hour	\$ 20.00
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Other Driver Hourly Pay Rates

Drive Time Per Hour	\$ 12.50
Wait Time Per Hour	\$ 7.50

Payments made in this category are applicable only if a commercial vehicle is required (i.e., a bus is needed).

Other Hourly Pay Rates Per Hour

Summer School & Other Certified Extra Duty Instructional Pay/Hour	\$ 25.00
Summer School & Other Non-Certified Extra Duty Pay/Hour	\$ 15.00